

CITY OF AUBURN
International Association of Fire Fighters (IAFF)
Proposal / Counterproposal / Tentative Agreement Package

Term of Package – August 24th, 2015 through June 30, 2017					
ITEM	POSITION	COMMENTS	FY 1415 Impact (add to prior years)	FY 1516 Impact (add to prior years)	FY 1617 Impact (add to prior years)
Salary A: Compaction	City Proposal T/A	Increase salary range for Fire Captains and Engineers 5% to reduce compaction	\$0	\$25,524	\$0
Salary B:	City Proposal T/A	Implement a 2% Salary increase on 1/1/16, 2% on 1/1/17	\$0	\$8,288/ \$16,576 annual	\$8,454/ \$16,907 annual
Salary C: New Salary Range B	City Proposal T/A	New Employees use Salary Range B, 10 steps with 2.5% increases between steps	N/A	N/A	N/A
MTO	City Proposal T/A	Eliminate MTO accrual	\$0	\$0	\$0
Longevity	City Proposal T/A	N/A – No 15YR Longevity, No Longevity for employees hired after 7/1/10	N/A	N/A	N/A
MOU Term	City Proposal T/A	Expiration on 6/30/17	N/A	N/A	N/A
Vacation/Sick Leave	City Proposal T/A	<ol style="list-style-type: none"> 1. New Leave Bank 2. Permit EEs to use existing VL/SL with current rules, except: fixed at current salary, no add'l accrual, cash out up to 100 hrs 7/1/15, 56 hrs each FY thereafter. 3. Maximum Accruals includes 2 years plus 10 shifts 4. EEs retain 72 hours of Family SL 	N/A	\$45,196	\$16,735
PERS Swap	City Proposal T/A	2.37% Salary Increase on 1/1/17 in exchange for 3% EE increase to PERS contribution	N/A	N/A	\$0
Tuition Reimbursement	City Proposal IAFF Counter T/A	EEs receive up to \$1,200/yr for tuition reimbursement with preapproval from City (full burden included in FY16 Budget) Agreed	\$0	\$14,400	\$14,400
Language Clean Up	City Proposal T/A	Add medical percentages to Medical Plan section. Also, add'l cleanup language as agreed upon	N/A	N/A	N/A